

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Classification/Compensation of FSN Positions

FROM:

James N. Glerum
Director of Personnel
5E58 Hqs.

EXTENSION

NO.

DATE

24 Feb 66

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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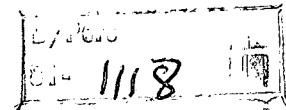
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John - Since things appear to be getting on track, this "formal" memo probably isn't necessary. However, it is useful background to me and "informally" may be a useful refresher to you.

Jim



MEMORANDUM FOR: Director, Foreign Broadcast Information Service

FROM: James N. Glerum
Director of Personnel

SUBJECT: Classification/Compensation of FSN Positions

REFERENCE: Your Letter to Mr. Larue H. Velott,
Department of State; Subject: London
and Nicosia Bureau Surveys

1. Thank you for sending me an information copy of the referenced letter. I am interested in keeping abreast of your problems with State in this endeavor because I understand that the existing agreement is the product of lengthy negotiations between representatives of this office, FBIS, and the Department of State. In order to learn more about this arrangement and the implications of your requested changes to the overall classification/compensation effort regarding Foreign Service National (FSN) positions, I have reviewed the previous understanding reached with my predecessor, Mr. Harry Fitzwater.

2. Although I am informed that, based on conversations between the Deputy Director of FBIS and the Chief, Position Management and Compensation Division (PMCD), you have since withdrawn your request from the Department of State to postpone these surveys, I think it is important to emphasize the need for these matters to be coordinated with PMCD beforehand. If State would have concurred in your request, I am sure you realize that the Office of Personnel would have had difficulty in honoring its original agreement with FBIS to grant a cost of living increase for Nicosia FSN employees. The Nicosia cost of living increase had been agreed to on 14 November 1980 as an interim measure pending the conduct of a classification survey by the Department of State within the next year and I believe we should not alter this arrangement.

3. It appears to me that the original agreement to allow State's consultants to jointly conduct classification and compensation reviews of FBIS foreign bureaus along with their scheduled surveys of embassies is advantageous to the Agency. In past years PMCD had been placed in the position of reviewing proposed pay adjustments for FBIS bureaus without assurance as to the proper classification of the positions or adequate pay data to support the request. Because PMCD does not have

UNCLASSIFIED

P. O. Box 2604

Washington, D. C. 20013

3 August 1981

Mr. LaRue H. Velott
Chief, Foreign Nationals
Division, PER/ER
Rm. W119 SA-1
Department of State

Dear Mr. Velott:

As you know, FBIS has been striving to bring our Foreign Service National (FSN) grades into compatibility with the new Interagency FSN Position Classification System being developed in your office. Since late 1979 we have devoted considerable funds and contractor and staff manpower to this task. Despite this concentrated and costly effort, we have not yet been able to reach agreement with PER/ER/FN Classification Branch on position standards for any single one of our FSN employee categories, and I am forced to conclude that full participation by FBIS in the System, if it is to come at all, is still a number of years away.

Several of our field bureaus already have been classified without the classifiers having the benefit of agreed upon standards with which to work. The results have been unsatisfactory in most instances, and lingering problems of undergrading and employee dissatisfaction persist at almost every post which has been so classified.

With one exception, the bureaus classified to date have been newer ones with few employees of much seniority in supervisory positions. At Bangkok, the one older bureau which has been classified, employee dissatisfaction reached such a peak of intensity that we were faced with near revolt. The situation was only eased by instituting Saved Grade for a period of two years or until the problems created by the classification actions can be sorted out. The adverse morale impact, however, and damage done to FBIS' good reputation as an employer, may prove irreparable. Moreover, I am persuaded that a classification system that results, as in Bangkok, in a 100 percent downgrading on the FBIS FSN staff, and would place some employees in the position of being in Saved Rate status from 8 to 14 years, will clearly not accommodate FBIS' unique personnel skill and operational requirements.

Two of our oldest bureaus, the ones in London and Nicosia, are scheduled for classification this September. We are informed that once again, as in Bangkok, the classifiers will be unable to work with agreed upon standards in hand, although the draft Media Analyst standards are to be "tested" at that time. In light of this, and with the Bangkok experience in mind, we naturally are apprehensive about the results of classification of our London and Nicosia bureaus.

I therefore would prefer to postpone participation by FBIS in classification of London and Nicosia until the Interagency Classification System is fully operational and ready to deal with FBIS, all position standards have been agreed upon, and the classifiers have the opportunity to work with full understanding of our positions and requirements.

Your cooperation in this matter would be most appreciated. We understand the difficulty of the task levied on your office. But our experience thus far has raised serious concerns regarding potentially major damage to the effectiveness of FBIS overseas operations unless we proceed carefully with implementation of any new classification system.

Sincerely,



Director

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